

Empower Private Schools with High-quality Party Building to Promote High-quality Development

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Abstract: High quality party building is the political premise, fundamental guarantee and important driving force to achieve its high-quality development of colleges and universities; High quality development is the value goal, practical pursuit and key orientation of high-quality party building. Promoting the profound integration of party building and career development at colleges and universities is an inevitable requirement for running a socialist university with Chinese characteristics, and an important weapon for the integrated development of party building and business. Private colleges and universities are an important part of higher education. Thus, efforts should be made to actively explore an effective path for the profound integration of party building and career development, integrate party building into the development of colleges and universities, guide, serve and promote development with party building, and constantly create a new situation in which party building and career development in schools promote each other.

Keywords: School Party Building; Standardized Construction of Grass-roots Party Organizations; Vanguard and Exemplary Role of Party Members; Cultivate People with Virtue

1. Introduction

The work of school party building belongs to superstructure. In essence, it is the work of “people”, and it is the foundation of faith, the light of spirit, and the thought of soul. The development of schools belongs to the practical category, which is a specific and explicit work such as teaching and research, management services, etc., facing the material world and solving the development factors such as funds, projects, technologies and their allocation efficiency. The integration and mutual promotion of party building and cause development is not simply adding up the two or copying each other mechanically, but a process of giving full play to their respective functions and roles in the innovative development of the combination of internal laws and practical inevitability. To do a good job of integration, on the one hand, we should effectively strengthen the Party’s leadership in political and ideological work, mass organization and social appeal, and cast the Party’s advanced nature into the development of the cause, giving play to the role of the “booster” of party building. On the other hand, it is necessary to fully implement the Party’s work lines, principles and policies, reflect the Party’s will and its propositions in development, so as to realize the natural and organic integration of the two.

2. Promoting the Integration of Standardized Construction of Grass-roots Party Organizations and Standardized Running of Private Colleges and Universities

Standardized construction of grass-roots party organizations is a standardized, institutionalized and procedural construction of party building, an important measure to implement the requirements that the Party should manage the Party and govern the Party strictly in an all-round way, and a powerful means to improve the quality of party building. Standardized running of schools is the practical need for schools to fully implement the Party’s educational policy, run higher education well to the satisfaction of the people, and the internal requirement of adhering to running schools according to law and strictly governing schools. They are consistent in objectives, unified in tasks and mutually reinforcing in functions. To promote the integration of standardized construction of grass-roots party organizations and standardized running of private colleges and universities, attention should be paid to the “three integrations”.

2.1 The Integration of the Party's Leadership and Keeping the Direction of School Running

The Secretary Xi Jinping pointed out that private colleges and universities can have different ways of running schools, organizational structures and operating modes, but they should all adhere to the correct political direction and the correct guidance of education without exception. The leadership of the Party is the fundamental guarantee for running a socialist university with Chinese characteristics. As an important part of the socialist higher education with Chinese characteristics, private colleges and universities must also adhere to the leadership of the Party. The Party organizations in private colleges and universities should play the role of political core and supervision and guarantee, and implement the main responsibility of comprehensively and strictly governing the Party. The key is to clarify the position of the party organization in the school's corporate governance structure, improve the system and mechanism for the party organization to participate in decision-making and supervision, promote "two-way entry and cross appointment", improve the joint meeting system between the party organization and the executive management, and ensure that the party organization plays an effective role in decision-making, supervision and implementation of major issues. We should adhere to the direction of the Party's management of school running, cadres, talents and ideology, so that the Party's leadership covers all areas of school running and runs through all aspects of education and teaching, and all aspects of talent training are integrated. It is necessary to ensure that the Party's educational policy and the decisions and arrangements of the Central Committee of the Party are implemented, so that the school will always be a strong position to adhere to the leadership of the Party, a strong position to stick to the direction of socialist school running and to train builders and successors of the socialist cause.

2.2 The Integration of Governing the Party According to Rules and Improving Governance Level

We should establish the concept of the rule of law, strengthen the thinking of the rule of law, adhere to the combination of governing the Party in accordance with rules and governing the school in accordance with the law, promote the comprehensive governance of the Party and the school in accordance with the law, and firmly promote the comprehensive reconstruction and fundamental improvement of the school's political, academic and humanistic ecology. It is necessary to highlight institutional norms, implement various intra party laws and regulations, and further improve the school party building work system. We should strictly observe the Party's political discipline and rules, emphasize the organizational principle of "four aspects of obedience", and effectively strengthen the organizational concept and discipline. Efforts should be made to strengthen the modernization of the school's governance system and governance capacity, improve the construction of the school's charter and establish the corporate governance structure of private colleges and universities based on the Promotion Law of Private Education and its Implementation Regulations. It is also necessary to take the Constitution as the overarching principle, improve the system of compliance with laws and regulations, complete system, clear rights and responsibilities, pragmatic and effective, and adapt to the development of the school. It is necessary to deepen the secondary management of colleges and universities, promote the reform of "streamlining the government, delegating power, and improving government services", promote the downward shift of management focus, pay attention to the balance of responsibilities and rights, and stimulate the school running activities of secondary colleges. We should improve the linkage evaluation mechanism for party building and business work, track the implementation of efficiency, and gradually form a closed-loop management model.

2.3 The Integration of Enhancing People's Well-being and Teacher-and-Student-Oriented

Being teacher-and-student-oriented is the starting point and foothold of all the work of the school. It not only answers the question of "for whom", but also answers the question of "depending on whom". Only by being teacher-and-student-oriented can we grasp the "direction" of school development, get the key to school development, and practice the purpose of "serving the people wholeheartedly", stimulate the enthusiasm, initiative and creativity of teachers and students, and inject inexhaustible power into the reform and development of the school. We should aim at the growth and development needs generally concerned by the faculty and staff, as well as matters related to their own interests such as salary, remuneration and pension, and do our best to increase investment, so that the faculty and staff can be more secure and concentrate on their work. We should keep the dominant position of teachers and students, deepen democratic management, expand the openness of school affairs, ensure the right of teachers and students to know, participate and supervise, and enhance their sense of ownership. We should adhere to the mass line of the new era, establish a long-term mechanism of "doing practical

things for teachers and students”, and strive to solve the concerns of teachers and students. It is necessary to unblock the interest appeal expression mechanism, protect the legitimate rights and interests of teachers, students and staff, prevent and resolve conflicts and disputes, continuously improve the school conditions, ensure a safe and comfortable learning, working and living environment for teachers and students, and maintain the harmony and stability of the campus. We should further enhance the sense of gain and satisfaction of teachers and students and build a warm home for both teachers and students, serving teachers and students based on their posts, and benefiting teachers and students with development achievements.

3. Promoting the Integration of the Role of the Party Organization as a Fighting Fortress with the Key Points and Characteristics of Schools

The grass-roots party organizations at colleges and universities shoulder the important responsibility of implementing the Party’s educational policy, which is the basis for all the work and combat effectiveness of the Party in colleges and universities, and the basic unit and battleground to promote the connotative development of colleges and universities. The party organization of the school plays the role of a battle-fort. In a word, the party organization of the school should play a key role in the cause development. In other words, it is necessary to take the key and characteristic construction of the school as the focus and starting point for the party organization to play the role of the battle-fort. The role of the school party organization as the battle-fort should be reflected in “running the school well”.

3.1 Build the “Thought” Fortress and Improve the Level of Cognition

The ideological and cognitive level is of the top priority for the school to achieve high-quality development. To solve the development problem, we must first solve the ideological and cognitive problem. To promote the high-quality development of the school, we should face up to the history, grasp the present and face the future, achieve scientific positioning, objectively study and judge the current development situation of the school, and plan well the development path and measures. First, we should focus on the orientation of school running firmly. The orientation of running a school is the choice of a university for its own type of running a school and its own way of running a school. It is also the “direction” of running a university. The key to the construction of a high-level application-oriented university is the orientation of running a school. According to the orientation of running a school, there can be the orientation of undergraduate teaching, discipline construction and scientific research. The talent cultivation, faculty construction, discipline construction, scientific research, social services, international exchanges and cooperation of the school are all extended according to the school running orientation, and all behaviors are carried out around the school running orientation and in order to achieve the school running goals. The school running orientation should be implemented in all departments, colleges and every teacher. Two, we should focus on the main contradiction. The school is extremely short of funds and resources, and the cost of trial and error is extremely high. Thus, there is no room for blind movement. We should persist in making plans before moving. Business planning and entrepreneurship should be based on the actual situation of the school, so we should adapt to the development of the times, follow and grasp the objective laws, put forward real problems, conduct real research, refine real characteristics, adopt practical strategies, and achieve real results. And we should never be confused and muddle-headed, without taking actions only by shouting out slogans. “Things come in order, and we should following such order without neglecting the tiny details”. We should adhere to the principle of doing something and not doing anything. We should focus on the key tasks of school conditions construction, faculty construction, quality and characteristics construction, and modernization of governance system and governance capacity. We should focus on doing important things, drive all-round development with key breakthroughs, and make sure that our strength is not scattered and everything is done one by one; We should adhere to the principle of “doing things in order”, pay attention to systematic thinking, strengthen forward-looking thinking, strategic layout, and overall planning, make overall plans for the near, medium and long term, achieve orderly convergence and steady progress, and resolutely prevent confusion or confusion. Third, we should focus on reform and innovation. Reform and innovation is the only way for the high-quality development of school undertakings. We should take emancipating the mind as the guide, without which there would be no “breakthrough” in action. To develop the theory of path and method, we should focus on breaking the “conformism” and avoiding the old thinking and old ways of “doing things in the same manner”. We should stand in the future and look at the present, find the gap and see

the essence in the vertical and horizontal comparison, solve the problems of narrow vision, fixed thinking, path dependence, etc., and use the change of thought to promote the change of action, work, and development. We should focus on institutional innovation. Institutional innovation is the source of power and dividend of reform. The idea of running a school should be supported by a good system. The idea of running a school without system support can only be a rootless idea. We should adhere to the problem orientation, focus on key areas and key links, take the solution to the policy pain points and blockages encountered in the process of reform, innovation and development as the guidance, carry out differentiated exploration, strive to form a batch of characteristic and exemplary institutional innovation achievements, and gradually build a set of modern university system that is compatible with the development of the school cause. We should focus on openness and cooperation. We should adhere to the opening up and cooperation as the breakthrough of reform and innovation, and take the integration of industry and education and school enterprise cooperation as the fundamental path of high-quality development of the school. We should take the needs of serving regional economic and social development as the wind vane, build a discipline and specialty system, a talent training system, and a science and technology service system, inspire new ideas in opening up, find new solutions in cooperation, show new achievements in services, seek new development in contributions, and create a high-quality development path that conforms to our own reality.

3.2 Build a “Talent” Fort and Strengthen the Faculty Team

“The foundation of teaching lies in teachers”. Teachers are the first resource of a school and the decisive factor for a school to achieve sound and rapid development. The high-quality teaching staff is the inevitable requirement and the top priority for the school to achieve connotative development. Efforts should be made to build a contingent of teachers with reasonable quantity and structure, which is in line with the goal of building a high-level application-oriented undergraduate university. In terms of quantity, it is necessary to ensure that teachers in schools can complete more than 75% of teaching tasks; In terms of structure, factors such as discipline, major, academic background, education background, professional title and age should be fully considered. All majors have qualified teaching teams, and the key characteristic disciplines should gradually build discipline teams that meet the requirements of the master’s program. We should focus on the school running orientation of applied universities, actively guide teachers to start from the school running orientation, from the urgent and long-term needs of regional economic and social development, focus on the training of applied talents, carry out application research and technology development, and provide applied social services; We should highlight the cultivation of a “double qualified and capable” teaching team, encourage teachers to study and exchange in industrial enterprises, take temporary posts and practice, and actively recruit excellent technical and managerial personnel from industrial enterprises to serve as full-time and part-time teachers. We should attach equal importance to internal training and external introduction, and focus on improving the overall level of teachers. We should not only attach importance to the quality of talents introduced, but also attach importance to the construction of teaching and research capabilities of in-service teachers; we should pay attention to improving the training of outstanding young teachers, complement the development weaknesses of young teachers in the construction of high-level application-oriented universities, and support young talents. We need to deepen the reform of talent policy and personnel system, give play to the role of policy guidance, constantly improve the introduction of high-level talents, the evaluation of teachers’ professional titles, assessment, salary incentives and other systems, highlight the quality orientation, highlight the application characteristics, enrich the forms of achievements, highlight the level of practical skills and professional teaching ability, and create a good policy environment to attract talents.

3.3 Build “Quality” Fortress and Promote Characteristic Development

Quality is the foundation and feature is the foundation. Characteristic is a concept of “quality”, which means that there is no value without the quality of running a school. In other words, the essence is quality, and quality is characteristic. Quality and characteristics are the foundation of a school. The characteristics should be embodied in the application and adaptability of disciplines and specialties, talent training objectives and quality, the application and pertinence of scientific research projects and landmark achievements, and the regional and industrial characteristics of the school's service ability and effectiveness; High quality should be reflected in the ability of teachers to cultivate application-oriented talents, the ability of schools to apply research and technology development to serve regional economic and social development, and the ability of students to continue their further education and development, employment and entrepreneurship. A large number of studies have shown

that the successful development path of high-level application-oriented universities focuses on the realization of dislocation competition, differentiated development and personalized development through the implementation of strategic measures such as characteristic school running and integration of industry and education. The general principle of quality construction and characteristic development of the school: it must adhere to its own responsibility and mission to serve regional economic and social development, and actively integrate into regional economic and social development and industrial enterprise innovation. We should reform the talent training model and scientific and technological innovation system from the supply side, enhance the adaptability and matching of talent supply, scientific and technological supply and regional economic and social development needs, achieve a dynamic balance between supply and demand at a higher level, and promote the organic connection and deep integration of education chain, talent chain, industry chain, and innovation chain. To be specific, we should persist in the following five aspects: (1) establishing the talent training objectives with distinctive regional characteristics, and cultivating innovative and applied talents needed for regional economic and social development; (2) The specialty setting should highlight the industry demand orientation, make the specialty have strong characteristics, and establish a dynamic optimization and adjustment mechanism of the specialty; (3) Establish a mechanism for building curriculum resources in coordination with the industry, create ability centered classroom teaching, and promote the transformation of the curriculum system to the technical logic system; (4) Adhere to the academic concept of “learning for application”, promote the transformation of teachers from traditional academic type to applied academic type, and cultivate teachers’ sensitivity to practical problems, ability to solve practical problems, ability to design teaching content and think about scientific research topics for economic and social development; (5) Adhere to the concept of openness and sharing, strengthen the platform construction, deepen the integration of industry and education, and school enterprise cooperation.

4. Promoting the Integration of Giving Play to the Vanguard and Exemplary Role of Party Members and Implementing the Fundamental Task of Cultivating People with Virtues

“The foundation of colleges and universities is to cultivate talents with virtue”. Private colleges and universities must not be coerced by the pragmatism of seeking quick success and instant benefit to weaken and weaken the education of values, but must follow the internal logic of undergraduate higher education and adhere to the organic combination of instrumental rationality and value rationality. We should take the effectiveness of moral cultivation as the fundamental standard to test all the work of the school, focus on promoting the comprehensive reform of “three guarantees for educating people”, build a high-quality ideological and political work system, integrate value guidance, knowledge teaching and ability training, and earnestly shoulder the historical responsibility of cultivating new people of the times. All Party members and comrades in the university must remember the original intention of building morality and cultivating people, undertake the mission of casting souls and educating people, strive to be the education pioneer of “responsibility, morality and efficiency”, and interpret the era connotation of “leading by example” with their own practical actions.

4.1 Take the Lead in “Cultivating People”

“Education is the foundation and moral education is the priority”. The essential attribute of education is education, which is the essential requirement and value appeal of education. It is often said that educating people is a matter of conscience which needs conscientious people to do. Only those who have a conscience can do a good job of conscience. Those who hide when they are in trouble and leave when they are in trouble, those who do not work hard when they are in trouble, and those who muddle through their responsibilities and cope with things not only fail to do a good job, but also set a bad example for students. Only by self-discipline can we educate and nourish others, and only with good personality can we influence others. Party members and comrades, in particular, should establish the responsibility and responsibility of “cultivating people with virtue, starting from myself”, be clear about the responsibility in the heart, and the responsibility in the practice, and set a good example. Educating people is the business of everyone in the school, which requires everyone’s participation. Everyone is duty bound. From the president and secretary to every teaching staff and even logistics service personnel, we must “shoulder our responsibility”. We should not only base ourselves on our own posts, think about and explore the value of educating people in our own posts, but also consciously shoulder the glorious mission of educating people for the Party. School leaders should plan and deploy scientifically from the aspects of concept updating, top-level design, overall layout, resource allocation,

etc., and effectively play the leading role in education work; Functional departments should vigorously promote the system design, mechanism creation, team building, evaluation and supervision, and fulfill the responsibility of effective connection and organization. Teachers should resolutely overcome the tendency of emphasizing teaching over educating people, fulfill the “two responsibilities for one post” of teaching and educating people, and take the three foot platform as a great stage for educating people with silent dedication. They should not only impart knowledge but also educate people; the management and service departments should abandon the idea that educating people has nothing to do with themselves, highlight the post demonstration by optimizing service content, improving service quality and efficiency, and play a unique role in influencing people’s minds. To promote the implementation of the “three all-around education”, it is necessary to ensure that the education of all personnel is not “absent”, the whole process of education is not “dislocated”, and the all-round education is not “lost”, forming a large pattern of education of “everyone, everything, always and everywhere”.

4.2 Strive to be the Pioneer of “Educating People”

“It takes ten years to grow trees and a hundred years to cultivate people”. Educating people may be one of the most complicated things in the world. Planting the seeds of faith, dream and morality in the hearts of young students is not an easy task overnight. It requires us to make arduous efforts. The education work must first study the real reality, find some unchanging things in the constant changes, grasp the essence in the complex educational phenomena, grasp and follow the basic laws of scientific education. There are many sages and educators who have scientifically revealed the abstruse art of educating people in history. “A teacher is a model of a person.” “Teaching is what the superior does, and what the inferior does.” The Analects of Confucius also said: “He is upright and does not act according to orders.” All these show the truth that educating people is prior to educating oneself, and example teaching is more important than precept teaching. In educating people, we should never neglect the example power of leading by example and teaching by example. Zeng Wenqi said, “Love life as yourself, teach life as children, and treat life as friends.” Herbert, a German educator, once said a witticism similar to that of “making no social distinctions in teaching”, “Children need love, especially when they are not worthy of love.” It can be seen that educating people is a cause of “benevolence and loving others”. Without love, respect, understanding and tolerance, it is impossible to educate people. Educating people is a hard job. Its sowing is hard and tiring, but its harvest has to go through a long process. The effect is not only lagging, but also recessive. It is difficult to make an immediate impact. We need to keep poor, endure loneliness, work hard, and offer silently. However, education is also a noble and beautiful cause. The General Secretary Xi pointed out that “the best reward for being a teacher is for students to grow up as adults.”^[1] The majority of Party members and comrades should always be in awe, always maintain their loyalty and love for this cause, take pains as pleasure, and remember what they have learned, rather than just taking it as a career to support their families; We should always achieve the unity of knowledge and practice, adhere to the spirit of learning, be quiet and farsighted, indifferent to fame and wealth, unswerving, devote ourselves to educating people, and strive to become the “master” of students for learning, doing things and being people.

4.3 To Be the Pioneer in “Pursuing the Effect of Educating People”

All work should finally be implemented to the effect, and the same is true of education work. We must establish a result oriented working thinking. Educating people is an activity with a long history in human society. As I said just now, educating people should follow the scientific laws, and only when we are “enlightened” and “practical” can we achieve good results. However, the education work is not only about this, but also needs to be constantly updated and keep pace with the times to make “old trees sprout”. With the development of the times and the progress of science and technology, people’s life style, learning style, work and learning environment have all undergone profound changes. The new era has also put forward new requirements for talents. There is no doubt that the education work should be flexible, innovative in inheritance, and pragmatic in pursuit of effectiveness. Party members and comrades must keep in mind the General Secretary Xi’s question of educating people, actively adapt to the new situation, new changes and new requirements, actively explore the new path of establishing morality and cultivating people in colleges and universities in the new era, and strive to be the vanguard of innovation and educating people, and the leader of improving quality and efficiency. It is necessary to adhere to the principle of integrity and innovation, and to develop simultaneously. Through innovation in ideas, contents, forms, methods, and means, we should promptly and effectively solve the new issues raised by the development of the times and deepening of practice, so as to

significantly improve the quality and level of education. To make good use of the main channel of classroom teaching, teachers of ideological and political education should enhance their sense of responsibility for the “key course of moral cultivation”, focus on the implementation of the requirements of “six essentials” and “eight unifications”, work hard to learn teachers’ skills, and often practice “internal skills”, so that ideological and political education becomes a course that students really like; Professional course teachers should strengthen the ideological and political awareness of the curriculum, devote themselves to digging out the ideological and political elements contained in professional courses, explore effective methods and ways to integrate the ideological and political elements into the teaching of professional courses, and strive to achieve the good effect of moral education, imperceptible influence, and silence. We should promote the supply side reform of establishing morality and cultivating people, adhere to the principle of “simultaneous development of moral, intellectual, physical, and labor”, and give play to the role of morality in shaping the soul, wisdom in enlightening, physical strength, beauty in the heart, and labor in refining the character, so as to promote the healthy growth and all-round development of students. It is necessary to explore a new mode of digital education, create a new position of network education, and cultivate people through digital reform; we should pay attention to the combination of solving students’ ideological problems and practical problems, and enhance the pertinence and effectiveness of education.

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